

CS AUSTRALIA

Company Profile + *Sustainability*



Construction Specialties®

Acknowledgement of Country

Construction Specialties Australia acknowledges the Traditional Owners of Country throughout Australia and the land on which we work and live.

We pay our respects to Elders past and present and recognise the continued connection to the land and waterways.

WANGAL AND DARUG PEOPLE

We acknowledge that our Enfield facility is based on the traditional lands of the Wangal people of the Eora nation and our facility at Condell Park is based on the traditional lands of the Darug people of the Eora nation.

Message from our Managing Director

Since 1948, Construction Specialties (CS) has embodied the simple yet powerful mantra, “Don’t create waste.” Living up to this philosophy is a journey that requires constant innovation and collaboration across every facet of our business.

Our tagline, “People. Buildings. Better” reflects our people-first approach, and our commitment to create a positive, inclusive culture. We believe that by putting people at the heart of our business, we foster stronger connections and a workplace where everyone thrives. Our commitment extends beyond our organisation; our team regularly volunteers in the community, making a tangible difference through service.

As part of our commitment to taking meaningful and strategic action to advance reconciliation, we are proud to have received endorsement for our Reconciliation Action Plan. This is a significant step toward building a more inclusive and resilient future for all.

Our commitment to sustainability is woven into everything we do, from developing innovative products like our PVC-free Acrovyn wall protection line, made with recycled content, to producing the only Australian-



made louvres tested by the International Air Movement and Control Association (AMCA). We’re actively reducing waste, minimising our carbon footprint, and establishing a robust ESG framework to guide our progress.

For us, sustainability isn’t just a goal—it’s a long-term commitment. Together, with our clients and our talented team, we are driving positive change, building a sustainable future for generations to come.

A handwritten signature in black ink, reading "Bill Maloukis".

Bill Maloukis

Managing Director

◀ Connection through the Waterways

This artwork is inspired by the connection between the Cooks River and Coxs Creek, the two waterways surrounding the Enfield facility. The waterways were chosen to symbolise the idea of connection, reflecting Construction Specialties’ global presence—wherever we go, we remain connected through rains, oceans, rivers, creeks, and streams

The artist, Dakota Dixon-Campbell is a proud Dharawal-Dunghutti-Yuin woman, hailing from Lennox Head on Bundjalung land, and now living and working on Gadigal land, Sydney.

Our Organisation

Since our founding in 1948, Construction Specialties has evolved into a global leader in the manufacturing and supply of specialty building products. With a presence in 25 offices worldwide and employing over 2,000 professionals, we serve diverse markets across continents.

Our vision is to create products that make buildings better. Our mission is to understand our customers' individual design needs and provide inspired solutions for a more intelligent built environment.

Serving Australia, New Zealand and the Asia Pacific

CS has over 70 dedicated employees across our departments including sales, customer service, factory, operations, finance and marketing. With a head office based in Sydney, we also have a presence in Adelaide, Brisbane, Melbourne and Perth and distribution posts in Tasmania and Auckland, New Zealand.



Our Values



People First

We place people at the center of our work by listening to and respecting our customers' priorities and by fostering authentic connections with the people and communities where we work.



Integrity

Delivering on our promises and doing what is right is woven into our history; compromise is not an option when it comes to our customers and the quality of our work.



Solutions Driven

We invest the time to collaborate with our customers to understand their goals and challenges and provide them with optimal solutions.



Agility

We celebrate our successes and learn from setbacks to continuously improve our work, enabling us to be more proactive and responsive.

Award Winning Products

With an award winning range of architectural and interior products, Construction Specialties can bring your next project to life.



Acrovyn® Wall Protection

Renowned for its durability and wide range of uses, Acrovyn® protects interior walls and corners against damage from pedestrian and wheeled traffic.



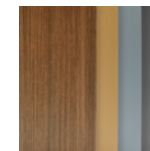
Acrovyn® by Design

Acrovyn by Design® wall protection gives you the ultimate freedom to think beyond what has already been done and provide unique visual statements for any environment.



Architectural Louvres

CS has a range of traditional, storm-resistant, Perform, and acoustic louvers to allow airflow in and out of a building. Other applications include visual screening of unsightly areas and equipment.



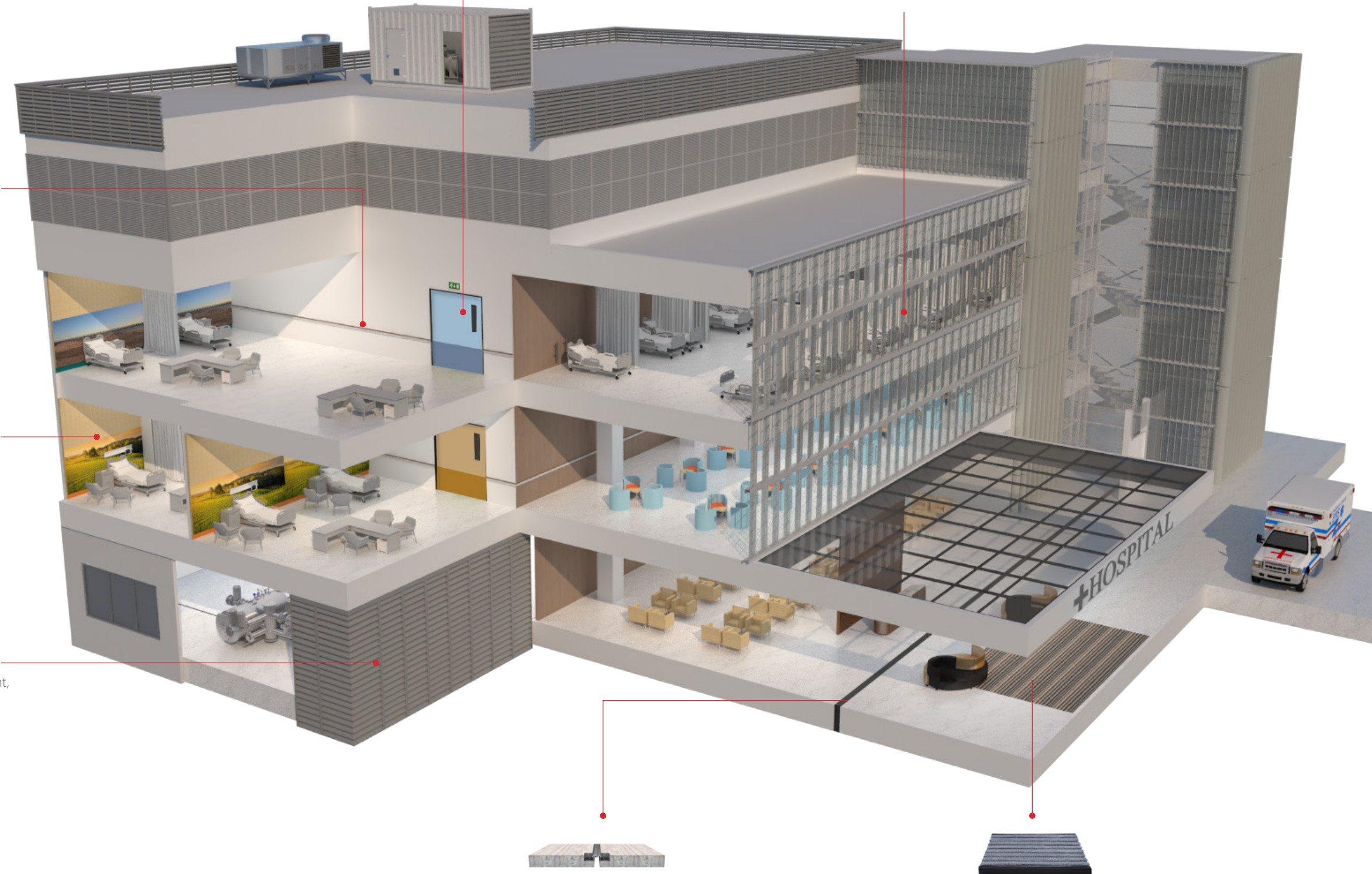
Acrovyn® Door Protection

Our door protection solutions help extend the lifecycle of the door and reduce maintenance costs.



Architectural Screens and Sun Control Solutions

Screens, fins, grilles and sunshades can add instant glamour to your building's exterior



Expansion Joint Solutions

Expansion joints are engineered components installed in structures to absorb movement caused by thermal expansion, contraction, and other dynamic forces, to prevent damage and maintain structural integrity.



Entrance Floor Mats

Entrance flooring solutions are designed to effectively trap dirt and moisture at building entry points, enhancing safety while protecting interior flooring from wear and damage.

Our Projects

As a leader in architectural building products, Construction Specialties manufactures and supplies a range of interior and exterior solutions designed to make buildings better. Whether you are looking to extend the building lifecycle, improve environmental credentials, or ensure safety for occupants, we can help you design and engineer a solution to meet your needs and your budget.

ARKON ENERGY DATA CENTRE
GLOMFJORD, NORWAY
PERFORMANCE LOUVRE



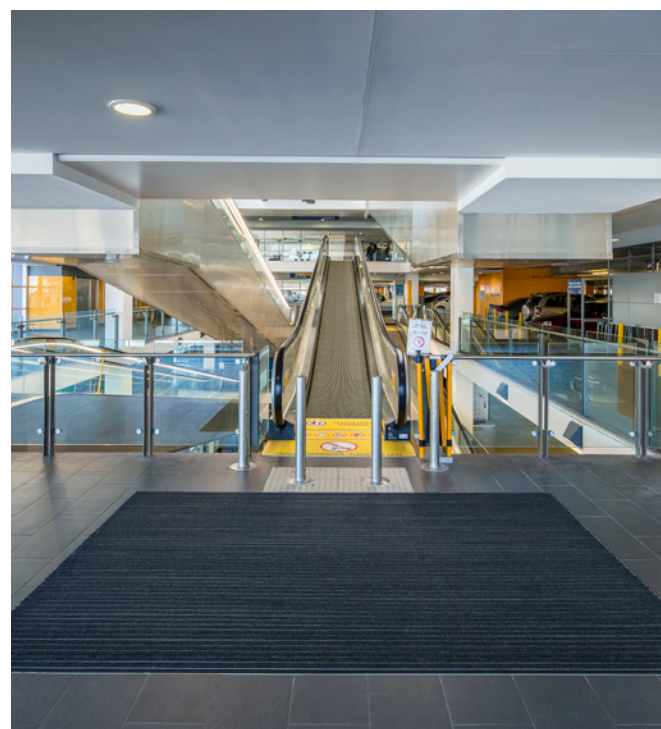
MARTIN PLACE STATION,
SYDNEY METRO
PERFORMANCE ZS

150 NORTH RIVERSIDE
CHICAGO, IL
VERT-A-CADE VISION BARRIER





ROYAL HOBART HOSPITAL
ACROVYN® BY DESIGN



SYDNEY AIRPORT
ENTRANCE MAT

STAR CITY, SYDNEY
EXPANSION JOINT
SOLUTIONS



UNIVERSITY OF
NORTH CAROLINA
WINSTON-SALEM, NC
SOLAR SHADING

Our Pursuit of Better

At Construction Specialties, strong governance is essential to our commitment to sustainability. To ensure accountability and drive meaningful progress, we have established the CS Sustainability Committee.

Championed by Managing Director Bill Maloukis and led by sustainability lead Calvin Huynh, this team brings together a cross-section of leaders from across the organisation. The committee's role is to set strategic goals, oversee sustainability initiatives, and embed sustainable practices across all aspects of our business.



Bill Maloukis
Managing Director



Calvin Huynh
Supply Chain Manager



Jane Smith
Marketing Manager



Henry Sonten
Technical Operations Manager



Tamara Moore
National Business Manager –
Interior Product Solutions



Grant Dawson
National Business Manager –
Architectural Product Solutions

Sustainability Statement

Our commitment to a sustainable future guides every decision, from reducing waste and lowering emissions to designing innovative, environmentally responsible products. We believe in creating long-term value for our clients, communities, and the planet by embedding sustainable practices into every aspect of our operations.

Our Latest Pursuits



2023

- Introduction of Low carbon aluminium option
- Independent AMCA testing for louvre products
- Reconciliation Action Plan Work Group established

2024

- Formation of Sustainability Committee
- Calculation of Scope 1 and 2 Carbon Footprint completed
- Launch of Reconciliation Action Plan 'Reflect'
- Introduction of Modern Slavery policy
- Development of Sustainability Roadmap and Action Plan

2025

- Launch of Acrovyn Recycled Content
- Energy modelling and verification for louvres
- Explore renewable energy options
- Begin data collection for Scope 3 carbon footprint

2026

- Scope 3 Carbon footprint to be established
- Launch of graduate program
- Reconciliation Action Plan "Innovate"

Our Sustainability Goals 2030



Net Zero by 2030



Employer of Choice



Leader in Sustainable Products

Policies and Procedures

At Construction Specialties, we are dedicated to providing a sustainable, healthy, safe, and productive work environment. Our policies and procedures focus on continuous improvement across quality, safety, environmental impact, and workplace behaviour.

Quality Policy

We are dedicated to delivering high-quality specialty building products that meet or exceed customer expectations. We continuously enhance our Quality Management System (QMS) to align with ISO9001:2015 standards.

Occupational Health and Safety Policy

Safety is a top priority. Our policy aims to provide a safe workplace by proactively identifying and mitigating risks associated with work-related injuries or illnesses. We adhere to relevant health and safety regulations, including the Work Health and Safety Act 2011, Occupational Health and Safety Act 2004, and ISO45001:2018, alongside our quality and environmental standards.

Environmental Policy

Protecting the environment is central to our operations. We strive to minimise environmental impacts by reducing waste, preventing pollution, and implementing practices that support environmental sustainability, in line with ISO14001:2015 standards.

Appropriate Workplace Behaviour Policy

We believe in creating an inclusive, respectful workplace where everyone is valued. Construction Specialties upholds an equal opportunity environment, free from discrimination, harassment, or bullying, and expects all employees and contractors to interact with respect and professionalism.

Our Commitment to Preventing Modern Slavery

Construction Specialties is committed to improving our practices to combat slavery and human trafficking. We will not tolerate slavery and human trafficking in our business or supply chain. We will act ethically and with integrity in all our business dealings and relationships and commit to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

Our supply chains are based throughout the world and include suppliers of materials and manufactured products. Our supply and sourcing team conducts due diligence on all relevant vendors before allowing them to become one of our suppliers. This due diligence includes assessing regulatory licenses and certificates, complying with relevant regulatory bodies, checking to determine the financial stability of the supplier, and carrying out supplier audits, where appropriate..



Our People

At Construction Specialties, one of our core values 'People First', guides everything we do.

Our philosophy 'People First' is demonstrated through inclusive leadership practices and a proactive approach to community engagement and cultural respect. We believe in creating an environment where everyone feels valued and included, and we embed these principles in our policies and daily actions.



Diversity and Inclusion

As an equal opportunity employer, we recognise the value that diversity brings to our team, and we are dedicated to improving gender diversity across all levels of our organisation.

We are proud supporters of Empowered Women in Trades, an organisation that works to break down barriers and increase the number of women entering traditionally male-dominated industries, such as construction and skilled trades.

Developing Future Leaders

Construction Specialties also invests in the next generation of leaders through initiatives like AmCham, the American Chamber of Commerce, which provides mentoring and professional development opportunities to help emerging leaders thrive in their careers.

Additionally, CS NSW Sales Manager, Grace Kamel was selected to join the ASBEC Women in Construction Future Leader program, which aims to improve leadership opportunities for women in the Construction Industry.

Embracing and Celebrating Multiculturalism

We celebrate the strength and creativity that come from a diverse, multicultural workforce. Our team is made up of individuals from various cultural backgrounds, bringing unique perspectives that drive innovation and foster collaboration.

We proudly observe Harmony Day, which emphasises the importance of inclusiveness, respect, and a sense of belonging for all. On this day, we celebrate our diversity and the value that people from different cultural backgrounds contribute to our workplace.

Our Community

We take immense pride in our role within the community and in being a part of the Australian manufacturing industry for over 30 years.

Fostering Community Spirit

At Construction Specialties, we believe in giving back to the community and fostering a sense of purpose and pride through service. We understand that contributing to society, not only benefits those in need, but also strengthens our team's connection to the values that guide our work.

To support this, every member of the team has the opportunity to volunteer with an organisation of their choice. Whether it's lending their time to local charities, participating in community outreach programs, or supporting initiatives like Food Harvest, we encourage our team to make a positive impact in areas they are passionate about. This approach reflects our belief that giving back enriches both our employees and the communities we serve, creating a ripple effect of good that extends far beyond our business.



Reconciliation Action Plan - Reflect

Construction Specialties is passionate about improving outcomes and opportunities for Aboriginal and Torres Strait Islander peoples. In 2023, we commenced the first step of our journey with the establishment of our RAP Working Group. Championed by Bill Maloukis, Managing Director, the RAP Working Group members include representatives from across the business.

Launched in October 2024, our first Reconciliation Action Plan – Reflect, represents a milestone for our organisation and demonstrates our commitment to increasing and understanding, fostering respect, and building sustainable, meaningful, and purposeful relationships with First Nations peoples and communities.

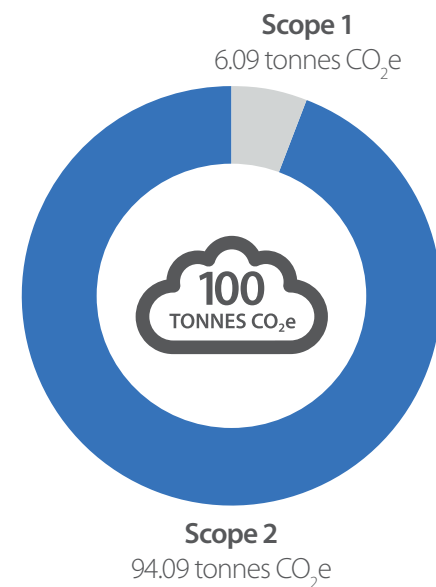


The Environment

Our Carbon Footprint

Construction Specialties Australia conducted a detailed assessment of its carbon footprint, covering Scope 1 and Scope 2 emissions for the 2023 reporting period. This foundational analysis is an essential step toward understanding our environmental impact and identifying opportunities for reduction, laying the groundwork for our long-term sustainability objectives.

We aim to minimise our carbon footprint by setting measurable targets, incorporating Scope 3 emissions into our reporting, and establishing a formal climate goal.



Total Emissions (Scope 1 and 2)

Scope 1 Emissions: Direct emissions from sources owned or controlled by Construction Specialties.

Scope 2 Emissions: Indirect emissions from purchased electricity used across our sites, contributing to our overall operational footprint.

Future Goals and Initiatives

Looking ahead, Construction Specialties is committed to deepening our sustainability efforts and setting ambitious goals to reduce our environmental impact:

- **Scope 3 Emissions:** Starting in 2025, we will expand our carbon footprint assessment to include Scope 3 emissions, capturing indirect emissions from our supply chain and other activities outside our direct control.
- **Climate Goals:** We are setting clear, measurable climate goals focused on reducing our overall carbon footprint, with an initial emphasis on electricity use.
- **Renewable Energy:** We are exploring initiatives to transition to renewable energy sources for electricity, supporting our objective to transition to a cleaner, more sustainable future.

These goals form a key part of our long-term strategy to enhance sustainability and make a lasting positive impact.



UConn Science 1 Research Center
Storrs, CT
PL-5700 Perform Louvres

Enabling a Sustainable Future

As we look to the future, our greatest impact lies in empowering clients to meet and exceed their sustainability goals.

We recognise the importance of sustainable decisions, from incorporating recycled materials to designing buildings that enhance occupant wellbeing. Through our range of architectural products, including sunshading solutions and high-performance louvres, we support clients in creating buildings that are more energy-efficient and sustainable.

NET ZERO Supporting Net Zero Goals

Our architectural products and performance louvre solutions are helping clients move towards Net Zero by reducing cooling energy requirements, and ultimately lowering a building's overall electricity usage.

Reducing Carbon Footprint

Construction Specialties offers a Certified Low CO₂ Aluminium option for a selected range of products. The production of this sustainable material uses 3 times less CO₂ per tonne than the industry average.

Championing the Circular Economy

Construction Specialties is proud to introduce PVC-free Acrovyn® wall protection, now crafted from up to 50% post-consumer recycled content. This innovation supports a circular economy by reusing materials and minimising waste.

Together with our clients, we are shaping a sustainable world for 2030 and beyond, ensuring we meet today's needs while safeguarding the planet for generations to come.

Acrovyn® is the first of its kind again.

We were the first manufacturer to launch a complete PVC-free wall protection line—Acrovyn®.

This legendary material is now relaunched as the first wall protection product with recycled content from post-consumer PET bottles or food-grade single-use plastics.



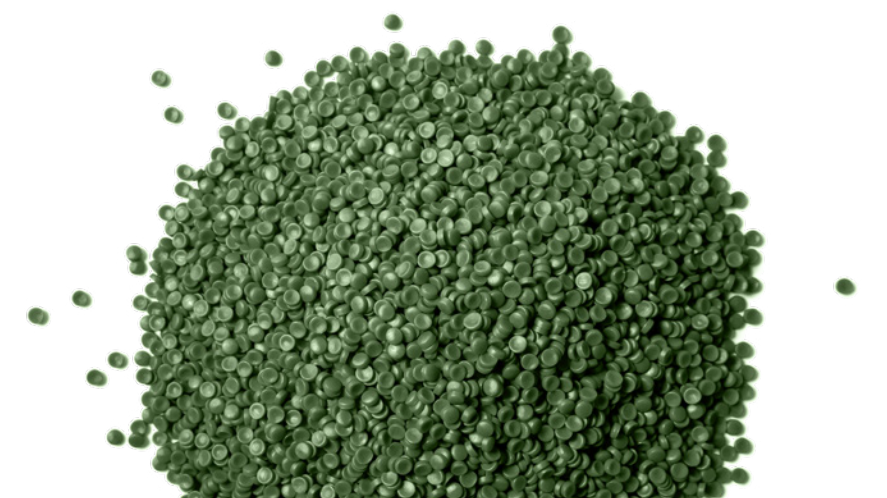
1 De-polymerisation

Breaks recyclables down into an elemental form.



2 Re-polymerisation

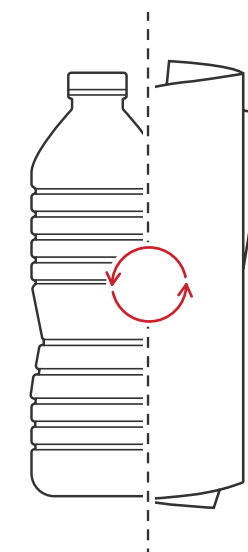
Polymer rebuilt with modified glycol for durability.



4 Extrusion

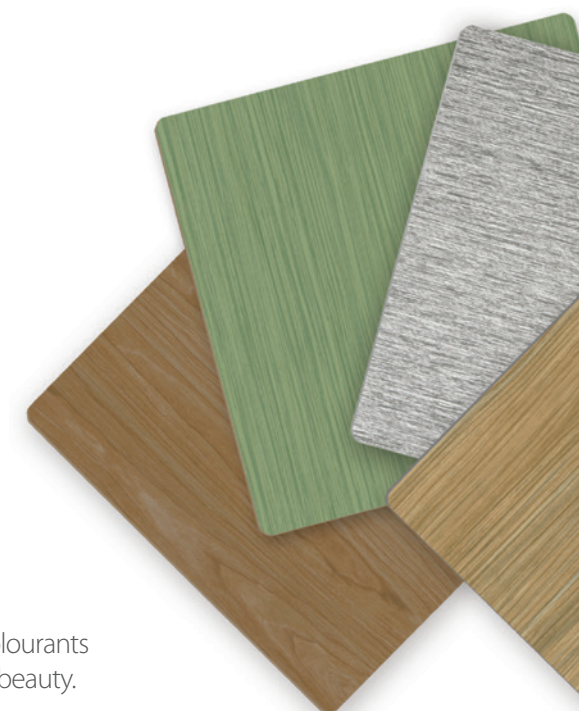
Extruded and laminated into sheet material

ONE ACROVYN SHEET REUSES UP TO 130 BOTTLES.



3 Colourisation

Pelletised with colourants and additives for beauty.



People.
Buildings.
Better.



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